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Hospital, The And lbt Local 693  
(Sidney Hospital Unit)

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## AGREEMENT

Between

**THE HOSPITAL  
SIDNEY, NEW YORK**

And

**TEAMSTERS LOCAL UNION NUMBER 693**  
Affiliated with the International Brotherhood of Teamsters

**April 1, 2001 to March 31, 2004**

**RECEIVED**

**JUN 11 2002**

**NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD**

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## **PREAMBLE**

AGREEMENT between (1) The Hospital, Sidney, New York (herein, "Employer") and (2) Teamsters Local Union 693 affiliated with the International Brotherhood of Teamsters (hereinafter referred to as the "Union").

Employer and Union recognize their common interests beyond their collective negotiation relationship. They pledge to strive together to ensure the highest quality of service by Employer and the highest standards of professional nursing care to the public both serve.

## **ARTICLE 1 AGREEMENT SCOPE**

This Agreement covers each full time, part-time and per diem employee licensed or otherwise lawfully authorized to practice as a registered professional nurse (herein, "employee") employed by Employer to perform registered professional nursing in nursing service, nursing education or nursing administration, except up to three Assistant Directors of Nursing and the Directors of Nursing.

## **ARTICLE 2 UNION STATUS**

### **2.01- Recognition**

Employer recognizes Union as exclusive collective negotiating representative of every employee covered by this Agreement employed as a Staff Nurse, Head Nurse or Supervisor of Nursing. The Hospital does not intend to deprive individuals within the bargaining unit of job opportunities.

### **2.02- Union Membership**

The Employer will give the name of each new employee to the Union Representative and will afford the Union Representative a reasonable amount of time to talk to new hires during their orientation.

### **2.03- Union Dues Deduction**

Employer will, for each full-time, part-time and per diem employee who authorizes by written and signed direction, deduct dues biweekly from the wages and no later than the tenth (10th) day of the following month, remit dues deducted for the preceding month to Union. Each such authorization will continue in force and effect until revoked a) in writing by the employee who signed it or b) by termination of such employee's employment. Layoff and leave of absence do not constitute termination of employment for this Section's purposes.

## **Voluntary DRIVE Deduction**

The Employer agrees to deduct from the paycheck of all employees covered by this Agreement, voluntary contributions to DRIVE. DRIVE shall notify the Employer of the amounts designated by each contributing employee that are to be deducted from his/her paycheck on a biweekly basis for All weeks worked. The phrase "weeks worked" excludes any week other than a week in which the employee earned a wage. The Employer shall transmit to DRIVE National Headquarters on a monthly basis in one (1) check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's Social Security Number, and the amount deducted from that employee's paycheck. The International Brotherhood of Teamsters shall reimburse the Employer annually for the Employer's actual cost for the expenses incurred in administering the biweekly payroll deduction plan.

## **Deduction of Agency Shop Fee**

Employer will for each full time, part time, and per diem employee who does not authorize Employer to deduct Union dues under Section 2.03, deduct from the wages due such employee biweekly an agency shop fee equal to the regular dues fixed by Union. The agency shop fee for per diem employees will only be deducted for time worked. On Call pay will not be considered unless the employee comes in to work. Employer will, not later than the tenth (10<sup>th</sup>) day of the following month, remit agency shop fees deducted for the preceding month to Union. Each such agency shop fee deduction will continue in force and effect until revoked by (a) an employee's written and signed direction under 2.03 to deduct Union dues from the employee's wages or (b) termination of such employee's employment.

The Hospital shall notify the Union in writing of each new employee and the employee's Social Security Number within five (5) days after the employee's employment.

## **2.04-Union Stewards**

The Hospital will recognize five (5) individuals to act as Head Steward, Steward and/or Alternate Steward. Such Steward must be an employee of The Hospital. Stewards, upon request, will be permitted by supervision to leave their work assignment as is practicable for the purpose of processing a grievance. Such permission is granted with the understanding that time away from work will be devoted exclusively to the proper handling of such grievance.

The Union will promptly notify The Hospital in writing of the names of the Head Steward, Steward, and Alternate Steward and any changes that may occur.

## **2.05-Union Business: General Representative**

A duly authorized general representative of the Union may visit Employer's premises by pre-arrangement with Employer at any reasonable time to discharge Union's duties as collective negotiating representative.

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## **2.06-Union Business: Bulletin board**

Employer will provide Union with, and suitable location one (1) bulletin board on which to post (a) official Union notices and (b) notices required by law. The bulletin board will at all times carry a label, device or notice clearly identifying it as Union's space (for use) and disclaiming Employer responsibility for any matters posted on it. The signature (or facsimile signature) of a duly authorized Union representative will be affixed to every Union notice posted in this space. Postings by the Union on such boards are to be confined to official business of the Union.

## **ARTICLE 3 EMPLOYEE STATUS**

### **3.01- Qualifications**

Each employee must be licensed or otherwise lawfully authorized to practice as a registered Professional nurse in New York under New York law. Employer will, as soon as practicable, check and record the registration of each employee will check and record the registration of each new employee at the time of employment, and will check and record the registration of every employee triennially.

### **3.02- Classification: General**

An employee will be classified as either a) full-time, b) part-time or c) per diem.

### **3.03- Classification: Full-time Employee**

A full-time employee is an employee covered by this Agreement who is employed on a regular (year-round) basis to work eighty (80) hours per pay period. A full-time employee will receive full fringe benefits as stated below after completing a three (3) month probationary period, or, in the case of a part-time employee changing to a full-time employee, the continuous full-time and part-time service must equal the three (3) month probationary period.

During the probationary period, a full-time employee accrues, but may not take, sick and vacation time. Holidays and personal time off with pay may not be granted during the probationary period.

### **3.04- Classification: Part-time Employee**

A part-time employee is an employee covered by this Agreement who is employed on a regular (year-round) basis to work less than an eighty (80) hour pay period, but at least thirty-two (32) hours per pay period. A part-time employee will receive "proportionate benefits" as defined and specified in Section 16.01.

During the probationary period, a part-time employee accrues, but may not take, sick and vacation time. Holidays and personal time off with pay may not be granted during the probationary period. Part-time employees accrue credit toward holidays during the probationary period, as outlined in Section 6.01.

### **3.05- Classification: Per Diem Employee**

A per diem employee is an employee covered by this Agreement other than a full-time or part-time employee. Per diem employees will be required to work at least one (1) weekend shift per month. A commitment of twenty-four (24) days a year will be required to maintain per diem status. A per diem employee will receive no fringe benefits or seniority other than those mandated by law.

### **3.06-Temporary Employee**

All employees hired or transferring to a temporary part time or temporary full time status have all rights, privileges and obligations of a regular employee except for health insurance. Temporary employees will be eligible for full time or part time health insurance benefits at the next open enrollment period following six months working full or part time.

At the end of the temporary status, if the employee reverts to:

Regular full time: all full time benefits continue

Regular part time: all part time benefits continue

Per diem: sick time will be frozen and not usable for one year. It will be reinstated if the employee goes to full or part time status within that year. After one year, if status does not change, sick time will be deleted.

Upon termination of an employee in temporary status, terminal benefits will be paid out in accordance with Article 8.01, and sick time will be deleted.

### **3.07-Probationary Period**

An employee will be on probation until the employee has actually been employed and worked three (3) calendar months following employment except that, by mutual agreement, the Employer and Union may extend the probationary period up to nine (9) additional calendar months. During the probationary period, the employee will be subject to demotion, suspension, other discipline or discharge at Employer's sole discretion, but will otherwise be covered by the Agreement. Employees will be evaluated at the end of the probationary period and annually thereafter.

When an employee transfers or is promoted to a new position, they will have three(3) months to return to their previous position. The position vacated by him/her shall not be filled except on a temporary basis for up to three (3) months. If the performance of the employee is not satisfactory, the employee shall be restored to the former position during the trial period.

### **3.08-Post-Probationary Discipline**

Except as stated in Section 3.07 an employee will be demoted, suspended, otherwise disciplined or discharged only for just cause, and Employer will promptly notify the Union in writing of each such action not covered by Section 3.07 and the reason for it.



Permanent Competitive and Non-competitive class employees may elect to pursue the grievance procedure or Section 75 of the New York Civil Service Law, but not both, with respect to disciplinary matters. Such election shall be made in writing within ten (10) calendar days of notice by The Hospital of disciplinary action.

### **3.09-Seniority: Acquisition**

A full time or part time employee (permanent or temporary) will acquire seniority after completing the probationary period, and such seniority will then date from the beginning of most recent employment. A per diem employee will not acquire seniority.

### **3.10-Seniority: Definition and Types**

Seniority means length of continuous employment by Employer in any position covered by this Agreement. There will be two (2) types of seniority: a) full time, for a full time employee, and b) part time, for a part time employee.

### **3.11-Seniority: Accrual and Retention**

An employee who resigns or is on a leave of absence will retain, but not accrue, seniority up to one (1) year, provided that the Employer re-employs the employee during such time. If an employee is granted an extension of a leave of absence, seniority will be retained but not accrued for this additional period. An employee who is discharged will lose seniority.

### **3.12-Seniority: Loss**

An employee will lose seniority: a) by discharge; b) by resignation (except as stated in Section 3.11); c) by failure without a reasonable and valid excuse to return to work from layoff within five (5) workdays after receiving by certified mail, return receipt requested, notice of recall, or d) as stated in Section 9.04.

### **3.13-Seniority: Application**

To the extent permitted by law, seniority will apply to a) layoff and recall, provided the remaining employees possess the qualifications to fill the vacated position: and b) vacation time selection. In vacation time selection, seniority will be subject to Employer's operating requirements.

### **3.14-Seniority: Lists**

Employer will, not more frequently than annually on request by the Union, furnish the Union seniority lists giving the name, date of hire and accumulated seniority. The posted list will conclusively establish an employee's seniority unless the employee protests it in writing within thirty (30) calendar days from the time it is posted or, if the employee is on a leave of absence or vacation or otherwise unable to so protest it within such time, within thirty (30) days after the employee returns from such leave or vacation or such disability is removed.

### **3.15-Seniority: Career Laddering**

Employees transferring into this unit from Hospital positions not covered by this Agreement shall retain their Hospital seniority for fringe benefits, but shall accrue bargaining unit seniority from the date of transfer into a position covered by this Agreement.

## **ARTICLE 4 WORK TIME**

### **4.01- Normal Workday**

For the purposes of determining application of an employee's regular compensation rate, the normal workday will be eight (8) consecutive hours, including a one-half (½) hour paid meal period. The Hospital may use staggering shifts, such as 6:45 AM, 7:00 AM, 7:15 AM; 2:45 PM, 3:00 PM, 3:15 PM; and 10:45 PM, 11:00 PM, 11:15 PM.

### **4.02- Normal Work Schedule**

The normal work schedule shall consist of ten (10) eight-hour days with four (4) days off in each period. Wherever practicable, two (2) consecutive days off shall be scheduled for each employee. It is the Employer's intent that full time employees shall normally receive every other weekend off, subject to the Employer's operating needs.

### **4.03- Work Obligations: Employee**

Unless an employee has a reasonable and valid excuse, the employee will work a) the hours assigned as the employee's normal workday and workweek and b) such reasonable additional hours as Employer may reasonably request. An employee will report to work on time, ready, willing and able to work.

### **4.04- Alteration of Normal Workday and Normal Workweek**

During the term of the Agreement, The Hospital may meet and confer with a committee of local membership selected by the local membership, at times mutually agreed, to discuss issues of mutual concern, such as application of duty schedules and assignment of personnel. The Employer shall reach mutual agreement with the committee before temporarily altering the normal workday or normal workweek or experimenting with other systems of scheduling work time. The local membership will notify the Union of temporary alterations of normal workday or normal workweek schedules or experimenting with other systems of scheduling work time. Permanent alteration of the normal workday or workweek shall be negotiated with the Union prior to implementation.

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#### **4.05- Work Schedule**

The Assistant Directors of Nursing will assign weekend and holiday work equitably. The schedule will be posted at least two weeks in advance and will be changed only by mutual agreement. An employee shall be required to give Employer reasonable notice whenever the employee cannot be available for scheduled work.

Part-timers who want hours in addition to their regular hours must request the additional hours in writing. These requests will be used in filling the schedule before posting, providing that eighty hours per pay period is not exceeded. Once the schedule is posted, vacancies will be filled on a first-come, first-served basis by part-timers and per diems.

Note: Schedule B, Memo of Understanding regarding vacancies, is hereby deleted from the contract.

#### **4.06- Layoff and Recall**

A layoff may be for any number of days or weeks or may be indefinite. Employer will give a full-time employee at least fourteen (14) calendar day's notice or compensation to the extent such notice is deficient. In the event of an indefinite layoff, a part-time employee will receive seven (7) calendar day's notice or compensation to the extent such notice is deficient.

This shall not be interpreted to justify compensation for more days than the person was scheduled to work during the notice period nor shall it preclude the Employer from making normal day-to-day scheduling modifications as necessitated by short term staffing and/or census changes.

In considering seniority, an employee in a unit having the least amount of seniority in that unit shall be laid off first. The laid off employee may exercise his/her right to bump an employee with less seniority in another unit within the bargaining unit provided he/she has the necessary qualifications to perform the work.

In the event of recall, employees shall be called back in the inverse order of their layoff based on necessary qualifications to perform the work in the area where being recalled. An employee will not automatically be considered unqualified when some orientation is needed.

### **ARTICLE 5**

#### **MONETARY BENEFITS: COMPENSATION FOR TIME WORKED**

##### **5.01- Base Compensation Rate**

An employee's base compensation rate will consist of the base compensation rate as stated in Schedule A. Steps will be paid in accordance with the current contract language during the term of this contract. The hourly rate of all employees covered under this contract will increase:

Five Percent effective April 1, 2001

Five Percent effective April 1, 2002

Five Percent effective April 1, 2003

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### **5.02- Regular Compensation Rate**

An employee's regular compensation rate will consist of the base compensation rate and any differentials to which an employee is entitled.

### **5.03- Premium Compensation Rate: Overtime Work**

An employee's compensation rate for work exceeding eight (8) hours on a workday or eighty (80) hours a pay period will be one and one-half (1½) times the employee's regular compensation rate. For this Section's purposes, a holiday, sick day, personal day or vacation day falling in the employee's regular workweek will be deemed time worked

### **5.04- Premium Compensation Rate: Limitation**

Except as otherwise required by law, no premium rate will apply to any work done by an employee under a schedule arrangement or rearrangement to accommodate such employee. Neither compensation nor compensation rates will be pyramided or compounded in computing compensation payable under this Agreement, and if more than one (1) type of premium compensation rate would otherwise apply to the same work, only the higher rate will be paid.

### **5.05-Pay Period**

Employer will pay compensation biweekly.

## **ARTICLE 6 MONETARY BENEFITS: COMPENSATION FOR TIME NOT WORKED**

### **6.01- Holidays: Designation**

Each full-time employee will receive these holidays annually:

New Year's Day	Labor Day
Easter	Thanksgiving Day
Memorial Day	Christmas Day
Independence Day	Three (3) floating holidays

Employees wishing to do so, may substitute one day of Chanukah for Christmas by notifying their manager in advance.

The floating holidays shall be taken at the employee's discretion, provided he/she requests it two (2) weeks in advance and has departmental approval.

A part-time employee will be eligible to take a holiday for each two hundred sixty (260) hours worked.

A part-time employee must have been paid for two hundred sixty (260) hours at least two (2) weeks prior to the holiday that is to be taken.

An employee changing from a part-time to a full-time status or full-time status to a part-time status must have accumulated two hundred sixty (260) hours by the end of the payroll period two (2) weeks preceding the holiday.

Fractions of less than two hundred sixty (260) hours may be accumulated into the succeeding year for giving holiday credit.

A full-time or part-time employee will not be entitled to a paid holiday until the employee has completed the three (3) month probationary period. Eligible employees must be in full time or part time status and currently on the payroll or anticipated to be on the payroll on the actual holiday to be paid for the holiday off.

An employee who terminates and is subsequently rehired within the same calendar year may not gain an additional floating holiday if already used.

#### **6.02- Holidays: Compensation**

A full-time employee required to work on a scheduled holiday will be given an alternate day off which must be taken within the four (4) week period before or following the particular holiday.

An eligible part time employee required to work on a scheduled holiday will be given an alternate day off which must be taken two weeks before or four weeks after the holiday

Holidays will be compensated at the employee's regular compensation rate as defined in Section 5.02. Any employee who resigns and is rehired may not gain benefits by so doing.

An employee scheduled to work Thanksgiving Day, Christmas Day, New Year's Day, Memorial Day, Independence Day, Labor Day or Easter shall be paid for work performed that day at the rate of one and one-half (1/2) times the employee's regular compensation rate plus another day off.

Thanksgiving Day for the 11 to 7 shift employees will be considered Thanksgiving Eve; Christmas Day for the 11 to 7 shift employees will be considered Christmas Eve, December 24; Memorial Day for the 11 to 7 shift employees will be considered Memorial Eve; and so on.

If a full time or part time employee works on an overtime holiday for which they were not scheduled to work, they will be compensated at two times their hourly rate.

### 6.03- Holidays: Scheduling

Holidays will be scheduled on a fair and equitable basis.

### 6.04- Vacations: Amount

Vacations will be earned from the date of employment at the following rate:

During Years	Hours per Pay Period	Full Time Equivalent
First and Second	3.0769 hours	Ten Days
Third through Ninth	4.6154 hours	Fifteen Days
Tenth through Fourteenth	6.1538 hours	Twenty Days
Fifteenth through nineteenth	6.4615 hours	Twenty-one Days
Twentieth through Twenty-fourth	6.7692 hours	Twenty-two Days
Twenty-fifth	7.6923 hours	Twenty-five Days

Part time employees will earn vacation at a prorated rate based on hours compensated per pay period. (E.g., a part time employee in their fifth (5th) year of employment works 62 hours in a pay period, he/she will earn  $62/80 \times 4.6154$  hours or 3.577 hours of vacation that pay period.)

Vacations may be taken as earned, following the first 6 months of employment, subject to scheduling availability under Section 6.06. Two (2) days of vacation time may be taken in hourly increments. The remainder of the vacation time must be taken in one half or full day increments.

Years of employment for full time and part time employees will be based on anniversary date of hire for each individual employee, regardless of hours worked during the year.

All vacation days must be used by the employee's anniversary date each year, with the exception of a maximum ten (10) day bank that may be carried over into the next year only. In special circumstances, the Director of Nursing or designee may approve additional vacation carry over or may allow the employee to borrow against future vacation accrual.

### 6.05- Vacations: Pay

An employee entitled under Section 6.04 will be paid for vacation at the employee's regular compensation rate as defined in Section 5.02.

Employees may request vacation pay in advance by providing written notice to Personnel two (2) pay periods prior to date of vacation. A minimum of one (1) week vacation pay may be requested.

### 6.06- Vacations: Scheduling

The vacation period will be January 1 through December 31, and an employee will, subject to Employer's operating requirements, have choice as to vacation time. Employees are encouraged to take vacation in blocks of five (5) days.

Vacation requests must be submitted to Head Nurse by May 1 or length of service consideration will be forfeited.

Extensions of vacations by lost time will only be permitted by the Administrator or his designee.

### **6.07 Personal Leave**

Each full-time employee will be entitled to three (3) paid personal days at the employee's regular compensation rate (as defined in Section 5.02) per year to conduct personal business. Personal leave days may be taken in units of one-half ( $1/2$ ) days; however, four (4) hours each year may be taken in one (1) hour increments.

During the first (1st) year of employment, three (3) days may be taken if employed before April 1, two (2) days if employed before July 1 and one (1) day if employed before September 1.

Approval for use of time is to be arranged with and approved by the Department Head in advance. Personal days for part-time employees will be figured on a quarterly basis and may be taken during the current year. However, time earned in the last quarter of a calendar year may be taken in the first quarter of the new calendar year. For persons changing from full time to part-time or from part-time to full time, eligibility will be on the proration of both full and part-time hours paid during that calendar year.

Any employee who resigns and is rehired may not gain benefits by so doing.

All part-time employees employed on or before May 6, 1983 will continue to get a pro rata benefit. All part-time employees hired after May 6, 1983 will earn personal leave at the rate of four (4) hours per every six (6) months of employment

### **6.08 – Sick Leave: Entitlement and Amount**

Each full-time employee will be credited with sick leave at the rate of one-half ( $1/2$ ) day per pay period of active employment to a two hundred (200) day maximum, to be used in connection with illness of the employee. Two days of sick leave per year may be used for illness in the family. Sick leave accrues from the date of employment, but may not be utilized until completion of the probationary period. An employee on sick leave will be paid at the employee's regular compensation rate as defined in Section 5.02. After the third (3rd) consecutive day of illness/disability or a sick day taken the day before or the day after a scheduled benefit day (i.e., vacation, Personal, Float holiday or other holiday), the benefit day will not be paid unless the employee presents a physician's excuse within three days of return to work, if requested by employer. The physician's excuse will state the date the employee was first examined for illness and the date able to return to work.

A part-time employee shall earn sick leave credits on a prorated basis.

Upon retirement from The Hospital, each full time employee who meets the New York State Retirement vested right mandate of five (5) years and who will be receiving paid New York State pension upon retirement from The Hospital will receive thirty dollars (\$30.00) for each unused accrued sick day.

#### **6.09- Sick Leave**

An employee entitled under Section 6.08 will be paid for sick leave at the employee's regular compensation rate as defined in Section 5.02.

#### **6.10- Leave for Death in Family: Basis and Amount**

A full-time or part-time employee shall be entitled to a maximum of three (3) days of paid bereavement leave at the employee's regular compensation rate, as defined in Section 5.02, for death of someone within the immediate family. In exceptional circumstances (such as delays in funeral and/or internment), the Department Head may adjust the paid bereavement days (not to exceed three (3) days) to meet individual needs. It is recognized that less than three (3) paid bereavement days may be appropriate. Immediate family will include the employee's current spouse; children of the employee; the parent or grandparent of any minor (natural or stepchild) living with the employee who must be escorted to the funeral; the employee's mother, father, brother, sister, grandparents, grandchildren, domestic partner, current son-in-law, current daughter-in-law; parents of the employee's current spouse; and any step relations that may exist in this immediate family definition. Any other blood relative of the employee or the employee's current spouse actually residing with the employee for at least the past six (6) months shall be considered as a member of the employee's immediate family. There shall be no restrictions on the number of funeral leaves per year.

Normally the three (3) days shall begin at the time the employee is notified of the death. If the employee has already worked that day, the three (3) days shall begin the following calendar day.

If the employee is notified while at work and can be relieved, he/she may designate that the balance of that shift be counted as the first (1st) day of funeral leave.

#### **6.11- Leave for Military or Jury Service**

Each full-time employee will receive paid leave for required military reserve training service to a maximum of thirty (30) days per calendar year. Each full-time employee will receive paid leave for required jury service in accordance with the current Judiciary Law. An employee on such leave will be paid the difference between the pay and allowance the employee received for such service and the pay the employee would have received at the regular compensation rate as defined in Section 5.02 if the employee had not been on such leave.

Part time employees will be paid for jury duty up to four days total. Such employees will be paid only for the number of hours and days scheduled to work up to a maximum of four days of jury service.



## **6.12- Meeting Attendance**

Stewards may attend, without loss of pay, meetings or proceedings scheduled during working hours, not counting grievances or negotiations, up to twelve (12) days (combined amongst the Stewards) per calendar year to fulfill their obligation to the bargaining unit. The Head Steward will notify personnel, in writing, of the date(s) and who will be attending.

### **ARTICLE 7**

## **MONETARY BENEFITS: INSURANCE AND RETIREMENT**

### **7.01- Statutory Insurance**

Employer will insure each employee under a) Federal Insurance Contribution Act (Social Security) to the extent required by law, b) New York Workers' Compensation Law and c) New York State Unemployment Insurance.

### **7.02- Health Insurance**

Employer will provide a choice of at least two health insurance plans similar to the level of coverage in effect on 6/23/97 which cover medical care both in and out of the hospital and covers students under the family plan to age 23. All full-time employees will pay five percent (5%) of the cost for single coverage and, in addition, employees with family coverage will pay one-half (½) of the cost for the dependent coverage.

If a full or a part time employee is covered by a medical insurance plan that is offered by The Hospital to its employees or which has comparable benefits and is accepted by The Hospital, the following will apply:

Where allowed by law, if such an employee is insured and is provided services by The Hospital or an affiliated clinic, upon exhausting the benefits of any plans for regular charges, The Hospital will absorb the difference between covered charges and the plan benefit for the insured.

The Hospital has implemented a plan to enable employees to pay health insurance premiums as pre-taxed dollars.

Employees and dependents living in the household may purchase prescriptions through The Hospital pharmacy paying cost plus fifteen percent (15%).

### **7.03- Retirement Plan**

Employer will continue to provide retirement benefits under the New York State Retirement System as determined by resolution of the Town Board, Sidney, New York.

The Hospital now provides four (4) distinct plans in New York State Retirement System:

Tier One: Employees who become members on or before June 30, 1973 are covered by the Basic Plan with five per cent (5%) reserve for increased take-home pay as amended by Section 75 of the Retirement Plan.

Tier Two: Employees who last became members on or after July 1, 1973 are covered by the Basic Plan with five per cent (5%) reserve for increased take-home pay as amended by Article 11 of the Retirement and Social Security Laws.

Tier Three: Employees who last became members on or after July 1, 1976 are covered by the Coordinated Escalator Retirement Plan as mandated by Article 14 of the Retirement and Social Security Laws.

Tier Four: Employees who join the retirement system on or after September 1, 1983 are covered by Article 15, Coordinated Retirement Plan.

In accordance with Article 14-A of the Retirement and Social Security Law, a Deferred Compensation plan will be offered to all members of each retirement plan ninety (90) days after the material is available from the New York State Employee Retirement System.

The Employer will provide appropriate application forms for joining the retirement system, but it will be the employee's responsibility to fill out and return the forms during the first payroll period in which they are hired.

#### **7.04- Disability Benefits Insurance**

Employer will continue to provide coverage under the New York State Disability Benefits Insurance Plan.

### **ARTICLE 8 MONETARY BENEFITS: MISCELLANEOUS**

#### **8.01- Terminal Benefits**

An employee whose employment is terminated for a reason other than resignation or misconduct justifying discharge will receive as a terminal allowance a) ten (10) working days or two (2) week's notice or compensation to the extent such notice is deficient, b) accrued vacation pay pro rata to the employees termination date.

An employee whose employment is terminated by resignation will give Employer at least ten (10) work days or two (2) weeks notice or forfeit terminal benefits pro rata to the extent such notice is deficient.

#### **8.02- Experience Differential**

The Director of Nursing will verify and evaluate prior nursing experience for all new full-time, part-time and per diem employees and will advise the employee, in writing, what prior experience will be

counted. Prior experience for persons who have not been employed in nursing for the past ten (10) or more years will not be counted. Part time experience will be evaluated in proportion to full-time equivalent experience.

Registered nurses who have been out of the work force for five (5) years or more will receive the Staff Nurse Step1 rate during their orientation. Upon completion of their Orientation (to be determined by Director of Nursing), they will be placed on the appropriate step in accordance with their verifiable experience

Effective September 27, 1998, full time employees shall be placed on the salary scale according to their experience. Each graduate nurse will begin at the GN rate, Registered Nurses with less than a years experience will begin at Step One, Registered Nurses with one year experience will begin on Step Two, Registered Nurses with two years experience will begin on Step Three, and so on, up to twenty-four years experience at Step Twenty-five. (See Salary Scale)

If compensated hours are within 160 hours of the 2,080 hours per year at their anniversary date, the employee will receive the appropriate increment upon reaching the 2,080 hours. Date of anniversary will then be modified to date of salary adjustment.

Part-time and per diem employees shall be entitled to the above differential after completing the equivalent service of a full-time employee.

See Appendix A for salary rates.

#### **8.03- Shift Differential**

Employer will pay an employee additional compensation of eleven percent (11%) of the employee's regular compensation rate as defined in Section 5.02 for the evening shift.

Employer will pay an employee additional compensation of thirteen percent (13%) of the employee's regular compensation rate as defined in Section 5.02 for the night shift These differentials shall be paid providing the employee is approved to work at least three (3) hours in any given shift.

Employees not on call who are called in to cover for transports or other emergencies (as determined by the CEO or designee) will receive two dollars (\$2.00) per hour for all hours worked in addition to all other applicable premium, if any.

#### **8.04- Tuition Refund**

After one (1) year of full time employment, full time employees covered by this agreement will be eligible for tuition reimbursement up to fifty dollars (\$50.00) per credit hour for up to a maximum of eight (8) credit hours per semester (sixteen (16) credit hours per year) if a grade of "C" or better is attained for education courses of a job related nature. (Tuition does not include books or miscellaneous items, i.e., parking fees, etc.)

To be eligible for this tuition refund, an employee must secure prior written approval from the CEO or his designee. In addition, an employee must provide proof that she/he has successfully completed the course(s) for which tuition refund is to be granted. If reimbursement is denied, the CEO or designee shall give the reason for denial in writing. Payment of tuition will be dependent on the financial status of The Hospital and no retroactivity will be made from semester to semester.

An employee receiving tuition reimbursement must remain in The Hospital's employ at least one (1) year following tuition reimbursement. If requirement is not met, 100 percent reimbursement to The Hospital will be required with a deduction from employee's final paycheck. Any balance still outstanding must be paid to The Hospital.

(Understanding regarding above is that this will be handled on an equitable basis among all employees and the Union will have access to monthly financial data on The Hospital.)

The Hospital will pay up to \$200 per year reimbursement for Hospital approved continuing education classes.

#### **8.05- Health**

Employer will continue to provide annual health work and such additional diagnostic procedures and immunizations as required by the New York State Hospital Code. Employees are expected to complete established procedures within the time period designated by the Employer.

Physicals are provided to all employees who wish to have them through our Emergency Room. Pap smears will be done for female employees who have a physical.

#### **8.06- On-Call Pay**

Employees who are required to be on call shall be paid \$3.00 per hour. Employee will be paid a minimum of three (3) hours if called into work. Call pay stops when employee is working.

If required to work, the employee will receive his/her regular compensation rate or if time involved exceeds eight (8) hours in twenty-four (24) hours, time and one-half (1 ½) the regular compensation rate will be paid. No allowance for gas or baby-sitting will be permitted. The Department Heads will determine who is to be on call.

#### **8.07 Supervisory Differential**

A Staff Nurse or a Head Nurse who assumes supervisory responsibility for the entire hospital shall receive an additional fifteen percent (15%) for all hours worked, on all shifts.

#### **8.08- Educational Differential**

The Employer will pay additional compensation of \$300 per year for a baccalaureate degree in nursing or an allied field.

Employees on the payroll at April 1, 1992 and holding degrees in non-allied fields will be paid \$200 per year.

#### **8.09- Charge Nurse**

A Charge Nurse is a staff registered nurse on each shift who is responsible for a nursing unit in the absence of the Head Nurse and will be paid additional compensation of seventy-five cents per hour.

#### **8.10 Certification Differential**

The Employer will pay additional compensation of thirty cents per hour for each of the following National Certifications:

Critical Care Nursing (CCRN)  
Emergency Nursing (CEN)  
Orthopedic Nursing (NAON)  
Perioperative Nursing (AORN)  
Post Anesthesia Nursing (ASPAN)  
Maternal/ Child Nursing (NAACOG)  
General Nursing Practice (ANA)  
Pediatric Nursing (ANA)  
Medical/Surgical Nursing (ANA)  
Gerontological Nursing (ANA)  
Psychiatric and Mental Health Nursing (ANA)  
Trauma Nursing Care (TNCC)

### **ARTICLE 9 UNPAID TIME OFF**

#### **9.01- Personal Leave: Basis and Amount**

Upon application as required by Section 9.03, a full time employee who has completed six (6) months of continuous employment with the Employer will be eligible for up to three (3) months (renewable additional months up to one year may be requested) for valid reasons including: personal disability (including maternity leave), life threatening illness or injury of current spouse or children, education at an accredited educational institution, and military service as required by law. At Employer's discretion, employees may be granted up to sixty (60) days leave for urgent personal reasons.

A part-time employee shall be entitled to prorated benefits under this Section to be calculated on the number of hours compensated in the previous year, divided by 2,080 and multiplied by twelve (12).

An employee on leave pursuant to this Section will not accrue any benefit under this Agreement but will retain all previously accrued benefits. At the expiration of any such leave, the employee will be entitled to return to work, without loss of seniority, in the job held immediately before such leave or in the first available appropriate vacancy. Employer may grant reasonable extensions, within the provisions of applicable Civil Service regulations.

## **9.02- Maternity Disability Leave**

A disability leave of absence and maternity leave of absence will be granted for maternity reasons to employees who have requested such leave in writing. An employee should furnish to their immediate supervisor within the first three (3) months of pregnancy a statement from a physician establishing the anticipated date of childbirth. The written request and the physician's statement should be forwarded to Personnel.

The commencement date for maternity disability leave of absence and maternity leave of absence shall be determined individually in each leave case. Such determination shall be based on medical assessment and the recommendations of the attending physician in consideration of the employee's personal desires, physical condition and the requirements of the employee's job position. In this respect, the employee shall be required to furnish a written statement from a physician certifying that in the physician's best judgment, the employee is physically and mentally capable of performing all the duties of her job position in a safe and efficient manner.

The reinstatement of an employee following a maternity disability leave of absence and maternity leave of absence shall be contingent upon receipt of a statement from the employee's physician that she is physically able to perform her assigned duties.

This Section will not preclude any rights for male employees under State law.

## **9.03- Personal Leave: Procedure**

An employee desiring leave of absence under Section 9.01 will, except in an emergency, apply for it in writing to the Director of Nursing four (4) weeks in advance of the desired starting date. In an emergency, the employee will so apply at the earliest possible date. Employer will respond within one (1) week of receipt of employee's request for a leave of absence. An employee desiring extension of any such leave will submit a similar application not later than five (5) days before the scheduled expiration of that leave, and Employer will notify the employee of its decision within three (3) days after receiving such application. Employer will simultaneously notify Union's local representative of any leave or extension granted, and its amount.

## **9.04- Personal Leave: Limitation**

An employee who obtains a leave of absence or extension by false pretense, or who, without a reasonable and valid excuse and diligent effort to notify Employer in advance, fails to report for work on expiration of any leave or extension thereof, will be deemed to have voluntarily resigned.

## **9.05- Personal Leave: Approval**

All personal leave must be approved by the Director of Nursing or his/her designee, in writing, within the prescribed time period as stated in Section 9.03.

## ARTICLE 10 HEALTH AND SAFETY

### 10.01- Employer Obligation

Employer will observe all applicable health and safety laws and regulations and, consistent with its established practice, will take all steps reasonably necessary to assure employee health and safety.

### 10.02- Employee Obligation

Every employee will observe all applicable health and safety laws and regulations and comply with all Employer health and safety rules and regulations.

### 10.03- Hospital Safety Committee

The existing Hospital Safety Committee shall be continued and shall have at least four (4) bargaining unit employees.

## ARTICLE 11 BUSINESS OR EMPLOYMENT INTERRUPTION

Neither Union nor employees will directly or indirectly cause, engage or participate in any strike, work stoppage, work interruption, work interference, slowdown, picketing, or boycott during the life of this Agreement. Employer will not, directly or indirectly, cause, engage or participate in any lockout during the life of this Agreement.

## ARTICLE 12 STAFF DEVELOPMENT

### 12.01- Programs

Employer will provide:

- a) A planned orientation program of at least two (2) weeks duration for each new employee and four (4) weeks for new graduate; a planned orientation program of at least one (1) week for an employee placed "in charge" of a shift, given on that shift; and upon transfer, a planned orientation based upon individual needs with input from the employee, Staff Development, Head Nurse and Director of Nursing or their designee;
- b) An organized program of in-service education on work time. Registered professional nurses have the responsibility for their own professional growth. Registered nurses should attend in-service programs throughout each year to maintain their professional development and to ensure quality patient care. Employer will equitably distribute programs and provide relief or reschedule programs to permit employee attendance whenever possible;
- c) Time and financial aid for participation in education institutes, workshops or meetings which will improve the employee's on-the-job performance, with the approval of the Director of Nursing or their

designee;

d) Annual cooperative evaluation and recording of the employee's performance and experience, with a duplicate copy to the employee.

## **ARTICLE 13 GRIEVANCE ADJUSTMENT**

### **13.01- Scope**

Except as otherwise provided in this Agreement, every grievance either Union (and the employees) or Employer may have with each other arising from application or interpretation of this Agreement. will be adjusted as stated in Sections 13.02 through 13.05.

### **13.02-Informal Discussion**

An employee who has a complaint arising from application or interpretation of this Agreement, or otherwise, will present the claim promptly to the employee's supervisor. The employee and the supervisor will discuss and attempt to resolve this complaint. A Steward shall be present at any informal discussion if requested by the employee.

### **13.03- Procedure and Time Limits: Step One**

If the complaint is not adjusted and such adjustment approved by the Director of Nursing and Union's local representative by informal discussion, or if the complaint involves more than one (1) employee, Union or Employer, the employee or group of employees or Union may initiate formal adjustment of the complaint as stated in this Section. The employee, group of employees, Union or Employer will serve a written notice of the complaint other than a monetary claim (i.e.. a claim for compensation, holiday pay, vacation pay, or any other benefit payable in money to or for an employee's benefit) on Employer's Director of Nursing or Union's local representative, as the case may be, on a proper form provided by the Union within ten (10) days after occurrence of the facts on which it is based and will so serve written notice of a monetary claim within thirty (30) days after the occurrence of the facts on which it is based. If no such notice is served in the time specified, the complaint will be barred. After a proper and timely notice is filed, the Director of Nursing, any employee or employees concerned and a Union representative (to be designated by Union) will discuss the complaint. This discussion, unless extended by written agreement for a specific period, will be completed within ten (10) days after receipt of the required initiation notice.

### **13.04-Procedure and Time Limits: Step Two**

If the grievance is not adjusted in the time specified by Step One, Union or Employer may appeal it to Step Two by written notice, served on Employer's Hospital Administrator or Union's general representative, as the case may be, on a proper form to be provided by the Union within ten (10) days after the completion of any proceedings in Step One. The Hospital Administrator or his designee will then discuss the grievance with Union's general representative. This discussion, unless extended by written agreement for a specified period, will be completed within ten (10) days after receipt of the



required notice of appeal to Step Two.

### **13.05- Procedure and Time Limits: Step Three**

If the grievance is not adjusted in the time specified in Step Two, and involves the application or interpretation of this Agreement, such grievances may be submitted to arbitration by Employer or Union. Employer and Union will select the arbitrator, by mutual agreement, from lists submitted to them by the American Arbitration Association and arbitration will be conducted in accordance with the then current Voluntary Arbitration Rules of the American Arbitration Association. The arbitrator's decision will be final and binding on the parties. If a grievance is not submitted to arbitration under this Section within fifteen (15) days after Step Two's completion, it will be barred. The cost of any arbitration will be shared equally by the parties.

### **13.06- Arbitrator's Powers: Limitations**

The arbitrator will not have the power to add to, subtract from, or otherwise amend this Agreement.

## **ARTICLE 14 MANAGEMENT RIGHTS**

Employer has both legal responsibility and sole right to manage its business and, except as limited in this Agreement, to a) hire, assign, transfer, promote, demote, schedule, layoff, recall, discipline and discharge its employees and direct them in their work, and b) control all Employer property.

## **ARTICLE 15 NON-DISCRIMINATION**

Neither Employer nor Union will discriminate against any employee or applicant for employment as an employee in any manner relating to employment because of race, color, creed, national origin, sex, marital status, age, disability or activity on behalf of the Union.

## **ARTICLE 16 MISCELLANEOUS**

### **16.01-Definitions**

As used in this Agreement, and except as otherwise clearly required by its context:

- a) "Agreement" means this Agreement and each appendix, schedule, amendment or supplement thereto;
- b) "Employer" means The Hospital, Sidney, New York;
- c) "Union" means the Teamsters Local Union 693 affiliated with the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Binghamton, New York;

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- d) "employee" means an employee covered by Article 1;
- e) "day" means a calendar day;
- f) "week" means a calendar week;
- g) "month" means a calendar month;
- h) "year" means a calendar year;
- i) "Department Head" means the Head Nurse, Supervisor, or the Assistant Directors of Nursing
- j) "proportionate benefit" refers to prorated benefits for vacations, holidays, personal leave as provided in Section 6.07, sick time and seniority for part time employees based on annual hours compensated divided by 2080 and rounded to the nearest one half (1/2) day, except attendance at educational institutes and workshops;
- k) "one half (1/2) day" means four (4) hours.

#### **16.02- Labor/Management Committee**

During the term of the Agreement, the Employer may meet and confer with a committee of the local membership selected by the local membership at mutually agreed upon times to discuss issues of mutual concern. The meetings may be by unit or multi-unit.

#### **16.03- Notices**

Any notice required to be served on Employer under this Agreement will be either mailed to the Human Resources Manager by registered or certified mail or delivered to Employer. The designated mailing address for the Employer is: The Hospital, 43 Pearl Street W., Sidney, New York 13838. Any notice required to be served on the Teamsters under this Agreement will be mailed to the President of the Teamsters by registered or certified mail, addressed to: Teamsters Local Union 693, 41 Howard Avenue, Binghamton, New York 13904.

#### **16.04- Agreement Construction**

The Section titles throughout this Agreement are merely editorial identifications of their related text and do not limit or control that text.

#### **16.05- Separability**

This Agreement and its component provisions are subordinate to any present or future laws and regulations. If any Federal or New York law or regulation, or the final decision of any Federal or

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New York court or administrative agency, affects any provision of this Agreement, each such provision will be deemed amended to the extent necessary to comply with such law, regulation or decision, but otherwise this Agreement will not be affected.

#### **16.06-Notice to Employees**

Employer will provide each employee with a copy of this Agreement (to be supplied by the union) and any stated personnel policies supplemental hereto, and will provide each employee at the time of appointment, transfer, or promotion, with written confirmation of such personnel action including the job description to which the employee is appointed, transferred, or promoted. The Employer will advise the Local Union of the names of each employee who is given a copy of this Agreement.

#### **16.07- Positions Available**

The Employer shall post for at least seven (7) days a list of registered nurse positions as they become available. All interested employees shall notify the Director of Nursing, in writing, on appropriate forms, of his or her interest in being considered for the position. First preference for these positions shall be given to current full time employees. However, if a part time employee has six years of seniority on the seniority list, he or she is considered on an equal level with full time employees. In making the determination, the Employer shall consider the position requirements and the employee's qualifications. When the employee's qualifications are equal, the Employer shall be guided by seniority.

Future Openings: Employees who wish to be considered for vacancies in nursing positions may submit their names and the positions desired on Hospital transfer forms to the Director of Nursing. A copy will be provided to employee confirming receipt. The request shall remain in effect indefinitely or until voluntarily withdrawn in writing by the employee. This provision shall not eliminate the posting requirement as stated above nor shall it give preferential consideration to those who have submitted their requests in advance of the actual posting.

### **ARTICLE 17 FAMILY AND MEDICAL LEAVE ACT**

The Employer shall provide eligible employees with all rights granted under the Family and Medical Leave Act (FMLA) which are not otherwise covered by provisions in this contract. All accrued paid sick leave will be part of the allowed twelve-week period for personal illness. Accrued paid vacation leave and personal leave will be substituted for a portion of the FMLA leave at the employee's option.

### **ARTICLE 18 MODIFICATION**

In the event the Employer shall institute any change in the health insurance program or pension program for the other bargaining unit employees, such change may be renegotiated by the parties.

## **ARTICLE 19 AMENDMENT**

This Agreement may be amended or supplemented only by further written agreement executed by the parties.

## **ARTICLE 20 EFFECTIVE DATE AND DURATION**

This Agreement will be effective as of 12:01 a.m., April 1, 2001 and will remain effective until 11:59 p.m., March 31, 2004. This Agreement will remain effective from year to year thereafter unless terminated as provided in Article 21. Any part of this Agreement which requires legislative action to permit its implementation by law, amendment or appropriation of additional funds will be effective only on approval by the appropriate legislative body, but nothing in this sentence will prevent such body's making such approval, enabling legislation or appropriation retroactive.

## **ARTICLE 21 TERMINATION**

This Agreement may be terminated effective 11:59 p.m., March 31, 2004 by written notice from either party delivered to the other not later than of intent to modify or terminate it and may be terminated effective 11:59 p.m. any subsequent March 31 by similar written notice delivered to the other party not later than the preceding July 1st. Except as provided in Article 19, notice of intent to modify will be equivalent to notice of intent to terminate.

## **ARTICLE 22 MEMORANDA OF UNDERSTANDING**

All prior letters of agreement, memoranda of understanding, or any other agreements extraneous to this contract will be brought forward by each party to be negotiated and or inserted into the body of this contract. If any agreements are discovered at a later date, they shall be negotiated and, after agreement is reached, added to the contract as a Memoranda of Understanding.

## **ARTICLE 23 EMPLOYEE ASSISTANCE PROGRAM**

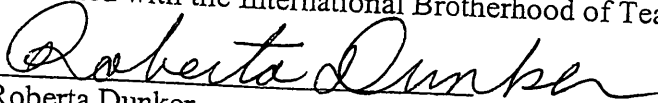
In order to assist employees with problems related to substance abuse, domestic violence, financial problems, mental illness or disease or other personal problems, the Employer may support an Employees Assistance Program to provide the following in a confidential manner:

- Twenty-four hour hot-line and crisis intervention
- Short term counseling, evaluation and referral
- Off-site counseling

The employer may opt out of providing said program at any time based on the program's availability, cost or program requirements.

**TEAMSTERS LOCAL UNION NO. 693**

Affiliated with the International Brotherhood of Teamsters



Roberta Dunker

Secretary-Treasurer and Business Agent

**Union Negotiating Committee:**

Bryon Herzog, Chairperson

Bonnie Weibel

Marie Sellitti

Mary Lou Clune

Kathleen Gallagher

Patricia Chretien-Grant

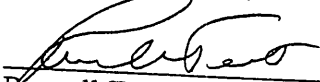
Patricia Howard

Debra Anderson

Ann Castro

**THE HOSPITAL**

Sidney, New York



4-19-01

Russell Test

Chief Executive Officer

**The Hospital Negotiating Committee:**

John Fish, Chief Negotiator

Debra Dubben

Paul Summers

Linda Olmstead

Debbie Kiakis

TEAMSTER SALARY SCALE EFFECTIVE 4/1/01

GRADE	1	2	3	4	5	6	7	8	9	10	11	12
20 Nurse Practitioner	20.1460	20.9080	21.3050	21.7100	22.1220	22.5420	22.9710	23.4070	23.8520	24.3050	24.6090	24.9170
21 Supervisors	19.2380	20.0370	20.4180	20.8060	21.2010	21.6040	22.0140	22.4330	22.8590	23.2930	23.5840	23.8790
22 Head Nurse	17.2830	17.9520	18.2930	18.6410	18.9950	19.3560	19.7230	20.0980	20.4800	20.8690	21.1300	21.3940
23 UR/GI/Dis Pl	16.4450	17.0920	17.4170	17.7480	18.0850	18.4280	18.7790	19.1350	19.4990	19.8690	20.1180	20.3690
24 Staff Nurse	15.7660	16.3980	16.7090	17.0270	17.3500	17.6800	18.0160	18.3580	18.7070	19.0630	19.3010	19.5420
25 Graduate Nurse	15.0308											

GRADE	13	14	15	16	17	18	19	20	21	22	23	24	25
20 Nurse Practitioner	25.2280	25.5430	25.8630	26.1210	26.3820	26.6460	26.9130	27.1820	27.4540	27.7280	28.0060	28.2860	28.5680
21 Supervisors	24.1780	24.4800	24.7860	25.0340	25.2840	25.5370	25.7920	26.0500	26.3110	26.5740	26.8400	27.1080	27.3790
22 Head Nurse	21.6610	21.9320	22.2060	22.4280	22.6530	22.8790	23.1080	23.3390	23.5730	23.8080	24.0460	24.2870	24.5300
23 UR/GI/Dis Pl	20.6240	20.8820	21.1430	21.3540	21.5680	21.7830	22.0010	22.2210	22.4430	22.6680	22.8940	23.1230	23.3550
24 Staff Nurse	19.7860	20.0340	20.2840	20.4870	20.6920	20.8990	21.1080	21.3190	21.5320	21.7470	21.9650	22.1840	22.4060
25 Graduate Nurse													

**TEAMSTER SALARY SCALE EFFECTIVE 4/1/02**

GRADE	1	2	3	4	5	6	7	8	9	10	11	12
20 Nurse Practitioner	21.1540	21.9530	22.370	22.7950	23.2280	23.6700	24.1190	24.5780	25.0450	25.5200	25.8390	26.1620
21 Supervisors	20.2000	21.0390	21.4390	21.8460	22.2610	22.6840	23.1150	23.5540	24.0020	24.4580	24.7640	25.0730
22 Head Nurse	18.1470	18.8490	19.2080	19.5730	19.9440	20.3230	20.7090	21.1030	21.5040	21.9130	22.1860	22.4640
23 UR/GI/Dis Pl	17.2670	17.9460	18.2870	18.6350	18.9890	19.3500	19.7170	20.0920	20.4740	20.8630	21.1240	21.3880
24 Staff Nurse	16.5540	17.2180	17.5450	17.8780	18.2180	18.5640	18.9170	19.2760	19.6420	20.0160	20.2660	20.5190
25 Graduate Nurse	15.7800											

GRADE	13	14	15	16	17	18	19	20	21	22	23	24	25
20 Nurse Practitioner	26.4890	26.8210	27.1560	27.4270	27.7020	27.9790	28.258	28.5410	28.8260	29.1150	29.4060	29.7000	29.9970
21 Supervisors	25.3870	25.7040	26.0250	26.2850	26.5480	26.8140	27.0820	27.3530	27.6260	27.9030	28.1820	28.4630	28.7480
22 Head Nurse	22.7450	23.0290	23.3170	23.5500	23.7850	24.0230	24.2630	24.5060	24.7510	24.9990	25.2490	25.5010	25.7560
23 UR/GI/Dis Pl	21.6550	21.9260	22.2000	22.4220	22.6460	22.8720	23.1010	23.3320	23.5650	23.8010	24.0390	24.2800	24.5220
24 Staff Nurse	20.7760	21.0350	21.2980	21.5110	21.7260	21.9440	22.1630	22.3850	22.6090	22.8350	23.0630	23.2940	23.5270
25 Graduate Nurse													

*Handwritten signature/initials*

**TEAMSTER SALARY SCALE EFFECTIVE 4/1/03**

GRADE	1	2	3	4	5	6	7	8	9	10	11	12
20 Nurse Practitioner	22.2110	23.0510	23.4890	23.9350	24.3900	24.8530	25.3250	25.8060	26.2970	26.7960	27.1310	27.4700
21 Supervisors	21.2100	22.0910	22.5110	22.9380	23.3740	23.8180	24.2710	24.7320	25.2020	25.6810	26.0020	26.3270
22 Head Nurse	19.0550	19.7920	20.1680	20.5510	20.9420	21.3400	21.7450	22.1580	22.5790	23.0080	23.2960	23.5870
23 UR/GI/Dis Pl	18.1310	18.8440	19.2020	19.5670	19.9380	20.3170	20.7030	21.0970	21.4980	21.9060	22.1800	22.4570
24 Staff Nurse	17.3820	18.0790	18.4220	18.7720	19.1290	19.4920	19.8630	20.2400	20.6250	21.0160	21.2790	21.5450
25 Graduate Nurse	16.5700											

GRADE	13	14	15	16	17	18	19	20	21	22	23	24	25
20 Nurse Practitioner	27.8140	28.1620	28.5140	28.7990	29.0870	29.3780	29.6710	29.9680	30.2680	30.5700	30.8760	31.1850	31.4970
21 Supervisors	26.6560	26.9890	27.3260	27.6000	27.8760	28.1540	28.4360	28.7200	29.0080	29.2980	29.5910	29.8870	30.1850
22 Head Nurse	23.8820	24.1800	24.4830	24.7270	24.9750	25.2240	25.4770	25.7310	25.9890	26.2490	26.5110	26.7760	27.0440
23 UR/GI/Dis Pl	22.7380	23.0220	23.3100	23.5430	23.7780	24.0160	24.2560	24.4990	24.7440	24.9910	25.2410	25.4940	25.7480
24 Staff Nurse	21.8140	22.0870	22.3630	22.5870	22.8130	23.0410	23.2710	23.5040	23.7390	23.9760	24.2160	24.4580	24.7030
25 Graduate Nurse													

*W  
GND*



# Get A Withdrawal Card When You Leave Your Job

**Be sure you request a withdrawal card when being laid-off, going on leave of absence, lengthy medical leave, or terminating your employment. The charge for the withdrawal card is only 50c, but all initiation fees and back dues must be paid before the withdrawal card is issued.**

**It is your responsibility to obtain a withdrawal card, so please take care of it as soon as possible after leaving the company so that you will not be obligated to pay extra dues. Failure to request a withdrawal card may cause you to pay back dues.**

**TEAMSTERS LOCAL # 693 - (607) 723-5327**

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